Introduction

This survey questionnaire is used to gather the World Economic Forum Core Metrics data from a company's own reporting. Most of the questions include an assessment of disclosure and then will ask for the data disclosed.
For more information on the World Economic Forum's metrics, please see their "Measuring Stakeholder Capitalism" white paper from September 2020.

Enter the full legal name of the company you are covering

Enter the ticker symbol for the company you are covering

Enter the CUSIP (Committee on Uniform Security Identification Procedures) Code for the company you are covering

Enter the SIC Code (Standard Industrial Classification Code) for the company you are covering.

Enter the GICS Sector (Global Industry Classification Standard) for the company you are covering.

Enter the GICS Industry (Global Industry Classification Standard) for the company you are covering.

Enter the year the company ESG/CSR/Sustainability Report you are sourcing from was published. If you found multiple reports from different years, use the most current and do not source information from previous year's reports.

○ 2018

○ 2019

○ 2020

○ 2021

Governance Pillar

The following block of questions concern the Governance Pillar of the World Economic Forum's metrics.
For all disclosure based questions the possible responses are "Yes", "Partially", and "No". The "Yes" response should be recorded when the company completely reports on the metric, and the "No" response should be recorded when the company does not report anything on the metric. A "Partially" response should be used whenever some information on a metric is report, but the company structured their disclosure in such a way that it does not fully satisfy the metric question.

Core Metric 1. Governing Purpose - Setting Purpose

Core Metric 1. Does the company have a statement of purpose or mission statement?

○ Yes

○ Partially

○ No

Copy and Paste the Company's Statement of Purpose here

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Core Metric 2. Quality of Governance Body - Governance Body Composition

Core Metric 2a. Enter the total number of members on the company's board

(for the same year as the sustainability report you are using)

[ ]

Core Metric 2a. Where did you find the Information on the number of board members?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other [ ]

Core Metric 2a. Please past the URL of your information source

[ ]

Core Metric 2a. Do the board member biographies indicate that some members of the board have competencies in economic topics? (competencies include but are not limited to professional experience, academic experience, and bachelor/master/PhD degrees).

○ Yes

○ Partially

○ No

Core Metric 2a. Number of board members with economic competencies?

[ ]

Core Metric 2a. Do the board member biographies indicate that some members of the board have competencies in environmental topics? (competencies include but are not limited to professional experience, academic experience, and bachelor/master/PhD degrees).

○ Yes

○ Partially

○ No

Core Metric 2a. Enter the number of board members with environmental competencies?

[   ]

Core Metric 2a. Do the board member biographies indicate that some members of the board have competencies in social topics? (competencies include but are not limited to professional experience, academic experience, and bachelor/master/PhD degrees).

○ Yes

○ Partially

○ No

Core Metric 2a. Enter the number of board members with social competencies?

[   ]

Core Metric 2a. If other competencies are specifically called out by by the company's reporting. Please list them here.

[   ]

Core Metric 2a. Where did you find the Information on board members economic, environmental, and social competencies?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other [   ]

Core Metric 2a. Please paste the URL of your information source

[   ]

Core Metric 2b. Does the company report a breakdown of executive and non-executive board members?

○ Yes

○ Partially

○ No

Core Metric 2b. Enter the number of Non-Executive board members.

[   ]

Where did you find the information on non-executive board members?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other [   ]

Core Metric 2b. Please paste the URL of your information source

[   ]

Core Metric 2c. Does the company report the number or percentage of independent board members?

○ Yes

○ Partially

○ No

Core Metric 2c. Enter the number of Independent Board Members.

[   ]

Core Metric 2c. Where did you find the Information on independent board members?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other [   ]

Core Metric 2c. Please paste the URL of your information source

[   ]

Core Metric 2d. Does the company report the length of time each member has been on its board? (Tip: If they report undefined lengths of time such as short, medium, long, or "bucketed" tenures such as, 0-5 years, 5-10, years, 10+ years, then select "Partially").

○ Yes

○ Partially

○ No

Core Metric 2d. Enter the average tenure of the company's board members (years).

[   ]

Core Metric 2d. If the company reports only groupings of its board members tenure, enter that information here. (E.g., company only reports number of board members with more than 5 years on their board, or company reports short, medium, and long tenured board members)

[   ]

Core Metric 2d. Where did you find the Information on board members tenure?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other [   ]

Core Metric 2d. Please paste the URL of your information source

[   ]

Core Metric 2e. Does the company report the other significant positions and commitments of its board members? This includes but is not limited to, appointments to other boards, other professional engagements, academic appointments, or board seats on non-profits.

○ Yes

○ Partially

○ No

Core Metric 2e. Where did you find the Information on board members' significant positions and commitments?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other [   ]

Core Metric 2e. Please paste the URL of your information source

[   ]

Core Metric 2f. Does the company report the number of women members on its board? (It is acceptable to assume gender of a board member based on the pronouns used in the member's biographical information. Tip: If the company reports a combined metric such as, "Board members are 60% gender and ethnically diverse" then select "Partially".)

○ Yes

○ Partially

○ No

Enter the number of women board members.

[ ]

Core Metric 2f. If the company only reports a combined metric (e.g., 60% gender and ethnic diversity on the board), enter that information here

[ ]

Core Metric 2f. Where did you find the Information on board member gender diversity?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other [ ]

Core Metric 2f. Please paste the URL of your information source

[ ]

Core Metric 2g. Does the company report the number of board members that are identified as part of underrepresented social groups? Any logical grouping is acceptable (e.g. people of color, specific national origins, other self identified diversity groups)

○ Yes

○ Partially

○ No

Core Metric 2g. Enter the number of board members that are identified as part of underrepresented social groups.

[   ]

Core Metric 2g. How does the company define underrepresented groups?

○ Underrepresented

○ Diverse

Core Metric 2g. Where did you find the Information on board member underrepresented group diversity?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other [   ]

Core Metric 2g. Please paste the URL of your information source

[   ]

Core Metric 2h. Does the company report that is allows for non-shareholder representation on its board? Non-shareholder groups can include union or employee elected board members, and community elected members. If the company reports non-voting or observing stakeholder representation, please enter "Partially". If the company reports a process of which they allow stakeholder engagement, please enter "Partially".

○ Yes

○ Partially

○ No

Core Metric 2h. Copy and Paste the text the company uses to report the stakeholder representation on its board

Core Metric 2h. Where did you find the Information on board member gender diversity?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other

Core Metric 2h. Please paste the URL of your information source

Core Metric 3. Stakeholder Engagement - Material Issues Impacting Stakeholders

Core Metric 3. Does the company report on its processes for assessing and disclosing material issues of its business that impacts stakeholders? (Tip: Many reports will use the term "Material Issues" or "Materiality"

○ Yes

○ Partially

○ No

Core Metric 3. Copy and Paste the text the company uses to describe its assessment and reporting of material issues impacting stakeholders, as well as the details of the material issues they identify.

Core Metric 3. Where did you find the Information on material issues?

○ Corporate sustainability report

○ Company Website

○ Proxy statement

○ CDP Report

○ Other

Core Metric 3. Please paste the URL of your information source

Core Metric 3. Does the company include a materiality map in its reporting?

○ Yes

○ No

Core Metric 4. Ethical Behavior - Anti-Corruption

Core Metric 4a. Does the company report a percentage of governance body members, employees, and business partners who have received training on the organizations' anti-corruption policies and procedures, broken down by region? If the company only reports on certain groups (e.g., just board members and not employees) or doesn't report a breakdown by region, please enter "Partially".

○ Yes

○ Partially

○ No

Core Metric 4a. Enter the percentage of governance body members who have received this training. Please enter the percentage as a whole number without a percent sign (e.g., 95% should be entered at 95)

[   ]

Core Metric 4a. Enter the percentage of employees who have received this training. Please enter the percentage as a whole number without a percent sign (e.g., 95% should be entered at 95)

[   ]

Core Metric 4a. Enter the percentage of business partners who have received this training. Please enter the percentage as a whole number without a percent sign (e.g., 95% should be entered at 95)

[   ]

Core Metric 4a. Copy and Paste the text the company uses to describe the training and the different groups that receive it.

[   ]
[   ]
[   ]
[   ]

Core Metric 4a. If the company reports something other than percentages, enter those numbers and the description here (e.g., number of hours of training

provided, description of specific groups that receive the trainings)

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Core Metric 4b. Does the company report the total number and nature of incidents of confirmed during the year of the report, but related to activity in previous years? (e.g., the incident was confirmed in 2020, but occurring in 2018)

○ Yes

○ Partially

○ No

Core Metric 4b. Enter the number of incidents confirmed by the company.

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Core Metric 4b. Enter the nature of the incidents

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Core Metric 4b. Copy and paste the text the company uses to describe the nature of the incidents of corruption.

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Core Metric 4c. Does the company report the total number and nature of incidents of confirmed during the year of the report, and related to the year of the report? (e.g., the incident was confirmed in 2020 and occured in 2020)

○ Yes

○ Partially

○ No

Core Metric 4c. Enter the number of incidents confirmed by the company.

Core Metric 4c. Enter the nature of the incidents

Core Metric 4c. Copy and paste the text the company uses to describe the nature of the incidents of corruption.

Core Metric 4d. Does the company report details about its initiatives and stakeholder engagement to improve the broader operating environment and culture in order to combat corruption? (Tip: A "Partially" response would be a vague, non-specific, statement that reads as too general to mean much).

○ Yes

○ Partially

○ No

Core Metric 4d. Copy and paste the text the company uses to detail its anti-corruption initiatives

Core Metric 4. Where did you find the information on Anti-Corruption metrics entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other

Core Metric 4. Please paste the URL of your information source

Core Metric 5. Ethical Behavior - Protected Ethics Advice and Reporting Mechanisms

Core Metric 5a. Does the company report details of its internal and external mechanisms for seeking advice about ethical and lawful behavior and organizational integrity? (Tip: A "Partially" response might only include internal mechanisms, thereby not addressing the external mechanisms stated).

○ Yes

○ Partially

○ No

Core Metric 5a. Copy and paste the text the company uses to detail its ethical and lawful reporting mechanisms

Core Metric 5b. Does the company report details of its internal and external mechanisms for reporting concerns about unethical and unlawful behavior and organizational integrity? (Tip: A "Partially" response might only include internal mechanisms, thereby not addressing the external mechanisms stated).

○ Yes

○ Partially

○ No

Core Metric 5b. Copy and paste the text the company uses to detail its unethical and unlawful reporting mechanisms

Core Metric 5. Where did you find the Information on Protected Ethics Advice and Reporting Mechanisms entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other

Core Metric 5. Please paste the URL of your information source

Core Metric 6. Risk and Opportunity Oversight - Integrating Risk and Opportunity into Business Processes

Core Metric 6a. Does the company report the principal risks and opportunities facing the company specifically? (Tip: A partial response will not be specific to the company, but instead speak to global, national, or sector level risks and opportunities)

○ Yes

○ Partially

○ No

Core Metric 6a. Copy and paste the text the company uses to clearly disclose the principal risks and opportunities facing the company

Core Metric 6b. Does the company clearly identify the risk appetite related to the risks in the prior question?

○ Yes

○ Partially

○ No

Core Metric 6b. Copy and paste the text the company uses to clearly identify their risk appetite.

Does the company clearly identify how the risks and opportunities have changed over time and how their responses have changed?

○ Yes

○ Partially

○ No

Core Metric 6b. Copy and paste the text the company uses to clearly identify the changes to the risks and opportunities

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Core Metric 6. Where did you find the Information on Integrating Risk and Opportunity into Business Processes entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other [   ]

Core Metric 6. Please paste the URL of your information source

[   ]

Planet Pillar

The following block of questions concern the Planet Pillar of the World Economic Forum's metrics. Each page is related to a single core metric as defined by the World Economic Forum.
For all disclosure based questions the possible responses are "Yes", "Partially", and "No". The "Yes" response should be recorded when the company completely reports on the metric, and the "No" response should be recorded when the company does not report anything on the metric. A "Partially"

response should be used whenever some information on a metric is report, but the company structured their disclosure in such a way that it does not fully satisfy the metric question

Core Metric 7. Climate Change - Greenhouse Gas Emissions

Core Metric 7a. Does the company report its Scope 1 Greenhouse Gas emissions (GHG)? (Tip: If the company combines emission scopes, please enter "Partially". E.g., "Our Scope 1 and Scope 2 Emissions are 1234 metric tons". Or if the company combines more than 1 year, please enter "Partially". E.g., Our Scope 1 emissions from 2018 through 2020 were 9876 metric tonnes").

○ Yes

○ Partially

○ No

Core Metric 7a. Enter the Scope 1 GHG Emission reported in metrics tonnes. Please convert to metric tonnes if another unit of measure is reported

Core Metric 7a. Are these emissions reported as carbon dioxide (CO_2) or carbon dioxide equivalents (CO_2e)?

○ CO2 (Carbon Dioxide)

○ CO2e (Carbon Dioxide Equivalents)

If the company reported in units other than metric tonnes, please enter the number and units here.

Core Metric 7b. Does the company report its Scope 2 Greenhouse Gas emissions (GHG)? (Tip: If the company combines emission scopes, please enter "Partially". E.g., "Our Scope 1 and Scope 2 Emissions are 1234 metric tons". Or if the company combines more than 1 year, please enter "Partially". E.g., Our Scope 1 emissions from 2018 through 2020 were 9876 metric tonnes").

○ Yes

○ Partially

○ No

Core Metric 7b. Enter the market based Scope 2 GHG Emission reported in metrics tonnes. Please convert to metric tonnes if another unit of measure is reported. Leave blank if market based is not specified

[   ]

Core Metric 7b. Are these emissions reported as carbon dioxide (CO_2) or carbon dioxide equivalents (CO_2e)?

○ CO2 (Carbon Dioxide)

○ CO2e (Carbon Dioxide Equivalents)

Core Metric 7b. Enter the location based Scope 2 GHG Emission reported in metrics tonnes. Please convert to metric tonnes if another unit of measure is reported. Leave blank if location based is not specified

[   ]

Core Metric 7b. Are these emissions reported as carbon dioxide (CO_2) or carbon dioxide equivalents (CO_2e)?

○ CO2 (Carbon Dioxide)

○ CO2e (Carbon Dioxide Equivalents)

Core Metric 7b. Enter the uncategorized Scope 2 GHG Emission reported in metrics tonnes. Please convert to metric tonnes if another unit of measure is reported. This would be the place to enter this information if market based and/or location based are not specified. If all Scope 2 emissions were

categorized as market based and/or location based, leave this answer blank.

Core Metric 7b. Are these emissions reported as carbon dioxide (CO2) or carbon dioxide equivalents (CO2e)?

○ CO2 (Carbon Dioxide)

○ CO2e (Carbon Dioxide Equivalents)

Core Metric 7b. If the company reported in units other than metric tonnes, please enter the number and units here.

Core Metric 7c. Does the company report its Scope 3 Greenhouse Gas emissions (GHG)? (Tip: If the company combines emission scopes, please enter "Partially". E.g., "Our Scope 1 and Scope 2 Emissions are 1234 metric tons". Or if the company combines more than 1 year, please enter "Partially". E.g., Our Scope 1 emissions from 2018 through 2020 were 9876 metric tonnes").

○ Yes

○ Partially

○ No

Core Metric 7c. Enter the Scope 3 GHG Emission reported in metrics tonnes. Please convert to metric tonnes if another unit of measure is reported

Core Metric 7c. Are these emissions reported as carbon dioxide (CO2) or carbon dioxide equivalents (CO2e)?

○ CO2 (Carbon Dioxide)

○ CO2e (Carbon Dioxide Equivalents)

Core Metric 7c. If the company reported in units other than metric tonnes, please enter the number and units here.

Core Metric 7c. Where did you find the Information on Greenhouse Gas Emissions entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other [_____]

Core Metric 7c. Please paste the URL of your information source

[_____]

Core Metric 8. Task Force on Climate-related Financial Disclosures (TCFD) Implementation

Core Metric 8a. Does the company report a description of its governance around climate related risks and opportunities? (Tip: A "Partially" response might only cover risks, and not address opportunities. Or a "Partially" response might include climate change as one of a longer list of risks/opportunities)

○ Yes

○ Partially

○ No

Core Metric 8a. Copy and paste the text the company uses to describe its governance around climate related risks and opportunities.

[_____]

Core Metric 8b. Does the company report a description of management's role in assessing and managing climate-related risks and opportunities?

○ Yes

○ Partially

○ No

Core Metric 8b. Copy and paste the text the company uses to describe its management's role in assessing and managing climate-related risks and opportunities.

[text box]

Core Metric 8c. Does the company report a description of climate related risks and opportunities it identifies over the short, medium, and long terms?

○ Yes

○ Partially

○ No

Core Metric 8c. Copy and paste the text the company uses to describe its climate related risks and opportunities over the short, medium, and long terms.

[text box]

Core Metric 8d. Does the company report a description of the impact of climate related risks and opportunities on the organization's business strategy and financial planning?

○ Yes

○ Partially

○ No

Core Metric 8d. Copy and paste the text the company uses to describe the impact of climate related risks and opportunities on is business strategy and financial planning.

Core Metric 8e. Does the company report a description of the resilience of their strategy taking into consideration different climate related scenarios, including a 2 degree Celsius or lower scenario?

○ Yes

○ Partially

○ No

Core Metric 8e. Copy and paste the text the company uses to describe the resilience of their strategy taking into consideration different climate related scenarios

Core Metric 8f. Does the company report a description of their process for identifying and assessing climate related risks?

○ Yes

○ Partially

○ No

Core Metric 8f. Copy and paste the text the company uses to describe their process for identifying and assessing climate related risks

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Core Metric 8g. Does the company report a description of their process for managing climate related risks?

○ Yes

○ Partially

○ No

Core Metric 8g. Copy and paste the text the company uses to describe its process for managing climate related risks

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Core Metric 8h. Does the company report a description of a processes of how identifying, assessing, and managing climate related risks are integrated into their overall risk management?

○ Yes

○ Partially

○ No

Core Metric 8h. Copy and paste the text the company uses to describe a process of how identifying, assessing, and managing climate related risks are integrated into their overall risk management.

Core Metric 8i. Does the company disclose the metrics they use to assess climate related risks and opportunities in line with their strategy and risk management process?

○ Yes

○ Partially

○ No

Core Metric 8i. Copy and paste the text the company uses to disclose the metrics they use to assess climate related risks and opportunities in line with their strategy and risk management process.

Core Metric 8j. Does the company disclose their Scope 1, Scope 2, and, if appropriate, Scope 3, greenhouse gas emissions (GHG) and related risks? (Tip: If the company reports Scope 1 and Scope 2 but not Scope 3, this would still count as "Yes". If the reports total GHG emissions but does not identify them as which "scopes" it covers, this would be "Partially" reporting.)

○ Yes

○ Partially

○ No

Core Metric 8k. Does the company report a description of the targets they use to manage climate related risks and opportunities, as well as performance against these targets?

○ Yes

○ Partially

○ No

Core Metric 8k. Copy and paste the text the company uses to describe the targets they use to manage climate related risks and opportunities, as well as performance against these targets.

Core Metric 8. Where did you find the Information on the TCFD metrics entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other

Core Metric 8. Please paste the URL of your information source

Core Metric 9. Nature Loss - Land Use and Ecological Sensitivity

Core Metric 9. Does the company report the number and area of sites owned, leased, or managed in or adjacent to protected areas or key biodiversity areas?

○ Yes

○ Partially

○ No

Core Metric 9. Enter the number of sites, owned, leased, or managed in or adjacent to protected or key biodiversity areas.

[   ]

Core Metric 9. Enter the hectares of sites, owned, leased, or managed in or adjacent to protected or key biodiversity areas. If this is reported in other units, please convert to hectares

[   ]

Core Metric 9. If the company reported in units other than hectares, enter the number and units here.

[   ]

Core Metric 9. If the company reported some other measure of land use, enter the text here

[   ]

Core Metric 9. Where did you find the Information on Land Use and Ecological Sensitivity metrics entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other [   ]

Core Metric 9. Please paste the URL of your information source

[   ]

Core Metric 10. Freshwater Availability - Water Consumption and Withdrawal in Water-Stressed Areas

Core Metric 10a. Does the company report the amount of water withdrawn for their operations for the year of the report? (Tip: If the company reports a number that spans multiple years, this would be "partially" reporting.)

○ Yes

○ Partially

○ No

Core Metric 10a. Enter the megaliters of water withdrawn. If the number reported is in units other than megaliters, please convert.

[   ]

Core Metric 10a. If the company reported water withdrawn in units other than megaliters, please enter the number and units here.

[   ]

Core Metric 10b. Does the company report the percentage of water withdrawn for their operations from high or extremely high baseline water stress according to the Water Resources Institute's (WRI) aqueduct water risk tool for the year of the report? (Tip: If the company reports a number that spans multiple years, this would be "partially" reporting. Also, you and specifically look for reference to WRI to see if this information is reported).

○ Yes

○ Partially

○ No

Core Metric 10b. Enter the percentage of water withdrawn for their operations from high or extremely high baseline water stress according to the Water Resources Institute's (WRI) aqueduct water risk tool. Please enter the percentage as a whole number (e.g., 95% should be entered as 95)

Core Metric 10b. If the company reported the amount of water withdrawn for their operations from high or extremely high baseline water stress according to the Water Resources Institute's (WRI) aqueduct water risk tool, enter that number and units here.

Core Metric 10c. Does the company report the amount of water consumed for their operations for the year of the report? (Tip: If the company reports a number that spans multiple years, this would be "partially" reporting.)

○ Yes

○ Partially

○ No

Core Metric 10c. Enter the megaliters of water consumed. If the number reported is in units other than megaliters, please convert.

Core Metric 10c. If the company reported water consumed in units other than megaliters, please enter the number and units here.

Core Metric 10d. Does the company report the percentage of water consumed for their operations from high or extremely high baseline water stress according to the Water Resources Institute's (WRI) aqueduct water risk tool for the year of the report? (Tip: If the company reports a number that spans multiple years, this would be "partially" reporting. Also, you and specifically look for reference to WRI to see if this information is reported).

○ Yes

○ Partially

○ No

Core Metric 10d. Enter the percentage of water consumed for their operations

from high or extremely high baseline water stress according to the Water Resources Institute's (WRI) aqueduct water risk tool.

Core Metric 10d. If the company reported the amount of water consumed for their operations from high or extremely high baseline water stress according to the Water Resources Institute's (WRI) aqueduct water risk tool, enter that number and units here.

Core Metric 10d. Where did you find the Information on Water Consumption and Withdrawal in Water-Stressed Areas?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other

Core Metric 10d. Please paste the URL of your information source

People Pillar

The following block of questions concern the People Pillar of the World Economic Forum's metrics. Each page is related to a single core metric as defined by the World Economic Forum.
For all disclosure based questions the possible responses are "Yes", "Partially", and "No". The "Yes" response should be recorded when the company completely reports on the metric, and the "No" response should be recorded when the company does not report anything on the metric. A "Partially" response should be used whenever some information on a metric is report, but the company structured their disclosure in such a way that it does not fully satisfy the metric question

Core Metric 11. Dignity and Equality - Diversity and Inclusion

Core Metric 11a. Does the company report a breakdown of its employees by age groups?

○ Yes

○ Partially

○ No

Core Metric 11a. Enter the percentage the company reports for its employees under the age of 30. If the company does not provide a breakdown format for this to be calculated, please enter "NA". Please enter the percentage as a whole number (e.g., 95% should be entered as 95).

[ ]

Core Metric 11a. Enter the percentage the company reports for its employees between the ages of 30 and 50. If the company does not provide a breakdown format for this to be calculated, please enter "NA". Please enter the percentage as a whole number (e.g., 95% should be entered as 95).

[ ]

Core Metric 11a. Enter the percentage the company reports for its employees over the age of 50. If the company does not provide a breakdown format for this to be calculated, please enter "NA". Please enter the percentage as a whole number (e.g., 95% should be entered as 95).

[ ]

Core Metric 11a. If the company reports a different breakdown of its employees by age, enter the breakdown and percentages here, otherwise leave blank.

[ ]

Core Metric 11b. Does the company report a breakdown of its employees by gender?

○ Yes

○ Partially

○ No

Core Metric 11b. Enter the percentage of women employees reported by the company. Please enter the percentage as a whole number (e.g., 95% should be entered as 95).

[   ]

Core Metric 11b. Is this breakdown for the company's US operations only, or their worldwide operations?

○ US

○ Worldwide

○ Undefined

Core Metric 11b. If the company provides further breakdowns by region/country or other breakdowns of gender (e.g., trans, non-binary), please enter that information here.

[   ]

Core Metric 11c. Does the company report a breakdown of its employees by ethnicity? (Tip: If the company uses very broad ethnicity categories such as white/non-white, this would count as "Partially" reporting).

○ Yes

○ Partially

○ No

Core Metric 11c. Enter the percentage of employees that company reports as

"Black". Enter "NA" if the company does not break down employee ethnicity in this manner. Please enter the percentage as a whole number (e.g., 95% should be entered as 95).

Core Metric 11c. Enter the percentage of employees that company reports as "Hispanic". Enter "NA" if the company does not break down employee ethnicity in this manner. Please enter the percentage as a whole number (e.g., 95% should be entered as 95).

Core Metric 11c. Enter the percentage of employees that company reports as "White". Enter "NA" if the company does not break down employee ethnicity in this manner. Please enter the percentage as a whole number (e.g., 95% should be entered as 95).

Core Metric 11c. Enter the percentage of employees that company reports as "Asian". Enter "NA" if the company does not break down employee ethnicity in this manner. Please enter the percentage as a whole number (e.g., 95% should be entered as 95).

Core Metric 11c. Is this breakdown for the company's US operations only, or their worldwide operations?

- ○ US
- ○ Worldwide
- ○ Undefined

Core Metric 11c. If the company provides a different breakdown of ethnicity, please enter that breakdown here.

Where did you find the Information on Diversity and Inclusion metrics entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other [   ]

Please paste the URL of your information source

[   ]

Core Metric 12. Dignity and Equality - Pay Equity

Core Metric 12a. Does the company provide a pay equality ratio by gender broken down by geographical area? (Tip: If the company does not provide a geographical area breakdown, this would count as "Partially" reporting

○ Yes

○ Partially

○ No

Core Metric 12a. Enter the ratio of women's pay to men's pay reported by the company for their US operations. (Tip: a ratio of 1 is reported would mean full pay equality, less than 1 would mean men are paid more, greater than 1 would mean women are paid more)

[   ]

Core Metric 12a. Enter the ratio of women's pay to men's pay reported by the company for their worldwide operations. Leave blank if a worldwide operations

ratio is not reported. (Tip: a ratio of 1 reported would mean full pay equality, less than 1 would mean men are paid more, greater than 1 would mean women are paid more)

Core Metric 12a. If the company provides some other gender pay ratio breakdown or other geographical area breakdown, please enter that information here

Core Metric 12b. Does the company provide a ratio of pay equality between minor and major ethnic groups? (E.g., the major ethnic group for a company would be the ethnicity of the plurality of employees)

○ Yes

○ Partially

○ No

Core Metric 12b. Enter the ratio of pay equality between minor and major ethnic groups.

Core Metric 12b. Please provide details on the minor and major ethnic group breakdown the company used and the pay data as stated by the company.

Core Metric 12b. If the company makes a broader statement about pay equality goals, please copy and paste the text here

Core Metric 12b. Where did you find the Information on Pay Equity metrics entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other [   ]

Core Metric 12b. Please paste the URL of your information source

[   ]

Core Metric 13. Dignity and Equity - Wage Level

Core Metric 13a. Does the company report a ratio of their entry level wage broken down by gender compared to the local minimum wage? (Tip: If the company reports a ratio that is not broken down by gender, that would be "Partially" reporting)

○ Yes

○ Partially

○ No

Core Metric 13a. Enter the ratio of women's entry level pay to the local minimum wage.

[   ]

Core Metric 13a. Enter the ratio of men's entry level pay to the local minimum wage.

Core Metric 13a. If the company only provides a ratio which is not broken down by gender, enter that ratio here.

Core Metric 13b. Does the company report a ratio of total CEO compensation to the median employee wage? (Tip: if the company reports a ratio using other top level compensation, such as "Executive" or "C Suite", or if the company reports a only using cash compensation, or if the company uses other statistical methods, such as "average" compensation, these would be "Partially" reporting)

O Yes

O Partially

O No

Core Metric 13b. Enter the ratio of CEO compensation to median employee wage. If not provided, to calculate, divide the CEO compensation number by the median employee wage number.

Core Metric 13b. If the company provides exact numbers for CEO compensation and employee wage, enter those numbers here.

Core Metric 13b. If the company uses different compensation numbers and/or different statistical methods, copy and paste those here.

Core Metric 13. Where did you find the Information on Wage Level metrics entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other [_____]

Core Metric 13. Please paste the URL of your information source

[_____]

Core Metric 14. Dignity and Equity - Risk for Incidents of Child, Forced, or Compulsory Labour

Core Metric 14a. Does the company report an explanation of the operations and suppliers considered to have a significant risk of incidents of child, forced, or compulsory labor in relation to the type of operations and type of supplier?

○ Yes

○ Partially

○ No

Core Metric 14a. Copy and paste the text the company uses to provide their explanation of the operations and suppliers considered to have a significant risk of incidents of child, forced, or compulsory labor in relation to the type of operations and type of supplier

Core Metric 14b. Does the company report an explanation of the operations and suppliers considered to have a significant risk of incidents of child, forced, or compulsory labor in relation to countries with such risks?

○ Yes

○ Partially

○ No

Core Metric 14b. Copy and paste the text the company uses to provide their explanation of the operations and suppliers considered to have a significant risk of incidents of child, forced, or compulsory labor in relation to countries with such risks.

Core Metric 14. Where did you find the Information on Risk for Incidents of Child, Forced, or Compulsory Labour metrics entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other

Core Metric 14. Please paste the URL of your information source

Core Metric 15. Health and Well-Being - Health and Safety

Core Metric 15a. Does the company report a number and rate of fatalities as a result of work-related injury for the reporting year? (Tip: if the company reports only a rate or only a number, this would count as "Partially" reporting. If a company reports a number spanning multiple years, this would count as "Partially" reporting.

○ Yes

○ Partially

○ No

Core Metric 15a. Enter the number of fatalities reported. If a number is not reported, leave blank.

[   ]

Core Metric 15a. Enter the rate of fatalities reported. If a rate is not reported, leave blank.

[   ]

Core Metric 15a. If the company provides other explanatory descriptions of work-related injury resulting in fatalities, please copy and paste that text here.

[   ]

Core Metric 15b. Does the company report a number and rate of high consequence as a result of work-related injury, excluding fatalities, for the reporting year? (Tip: if the company reports only a rate or only a number, this would count as "Partially" reporting. If a company reports a number spanning multiple years, this would count as "Partially" reporting.

○ Yes

○ Partially

○ No

Core Metric 15b. Enter the number of high consequence injuries reported. If a number is not reported, leave blank.

Core Metric 15b. Enter the rate of high consequence related injuries reported. If a rate is not reported, leave blank.

Core Metric 15b. If the company provides other explanatory descriptions of work-related injury resulting in high consequence, please copy and paste that text here.

Core Metric 15c. Does the company report a number and rate of work-related injury for the reporting year? (Tip: if the company reports only a rate or only a number, this would count as "Partially" reporting. If a company reports a number spanning multiple years, this would count as "Partially" reporting.

○ Yes

○ Partially

○ No

Core Metric 15c. Enter the number of work related injuries reported. If a number is not reported, please leave blank.

Core Metric 15c. Enter the rate of work related injuries reported. If a rate is not reported, please leave blank.

Core Metric 15c. If the company provides other explanatory descriptions of

work-related injury, please copy and paste that text here.

Core Metric 15d. Does the company report the main types of work related injuries?

○ Yes

○ Partially

○ No

Core Metric 15d. Copy and paste the text the company uses to describe the main types of work related injury.

Core Metric 15e. Does the company report a total number of hours worked for the reporting year? (Tip: if the company reports an approximate number, a range, or other statistical treatment (e.g., more than 12,345 hours worked), this would be "Partially" reporting).

○ Yes

○ Partially

○ No

Core Metric 15e. Enter the number of hours worked.

Core Metric 15e. If the company uses any explanatory text to describe its reporting of number of hours worked, company and paste that text here

Core Metric 15f. Does the company provide a explanation of how they facilitate workers access to on-occupational medical and healthcare services and the scope of access provided?

○ Yes

○ Partially

○ No

Core Metric 15f. Copy and paste the text the company uses to explain how they facilitate workers access to on-occupational medical and healthcare services and the scope of access provided here.

Core Metric 15. Where did you find the Information on Health and Safety metrics entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other

Core Metric 15. Please paste the URL of your information source

Core Metric 16. Skills for the Future - Training Provided

Core Metric 16a. Does the company report an average hours of training per employee broken down by gender? (Tip: If the company does not provide a by gender breakdown, this would be "Partially" reporting)

○ Yes

○ Partially

○ No

Core Metric 16a. Enter the average hours of training per female employee. If not provided, leave blank.

[   ]

Core Metric 16a. Enter the average hours of training per male employee. If not provided, leave blank.

[   ]

Core Metric 16a. If the company does not provide a by gender breakdown of their average hours worked per employee, enter the overall number here.

[   ]

Core Metric 16b. Does the company report an average of training per employee broken down by employee level? (Tip: If the company only reports for a few specific levels, such as just "board members" or just "management:, this would be "Partially" reporting).

○ Yes

○ Partially

○ No

Core Metric 16b. Enter the average hours of training per board member. If not provided, leave blank.

[   ]

Core Metric 16b. Enter the average hours of training per manager

> [ ]

Core Metric 16b. Enter the average hours of training per employee

> [ ]

Core Metric 16b. If the company provides different breakdowns of employee level for reporting number average hours of training, provide those details here.

> [ ]

Core Metric 16c. Does the company report an average training and development expenditure per full time employee? (Tip: If the company only reports a total training and development expenditures, this would be "partially reporting").

○ Yes

○ Partially

○ No

Core Metric 16c. Enter the average training and development expenditure per full time employee. If the company reports an overall expenditure and a total number of full time employees, please calculate this number.

> [ ]

Core Metric 16c. If the company reports other training and development costs or break downs, please copy and paste that information here.

> [ ]

Core Metric 16c. Where did you find the Information on Training Provided metrics above?

◯ Company Sustainability Report

◯ Company Website

◯ Proxy Statement

◯ CDP Report

◯ Other [_____]

Core Metric 16c. Please paste the URL of your information source

[_____]

Prosperity Pillar

The following block of questions concern the Prosperity Pillar of the World Economic Forum's metrics. Each page is related to a single core metric as defined by the World Economic Forum.
For all financial metric questions, you should be able to find the numbers on the spreadsheet included in the project resources folder. In the event that a company has an empty cell for a value, please enter "NA" in the question response. If the value in the cell is zero, please enter "0". (Note: There is a difference between a missing value and a value of zero).
For all disclosure based questions the possible responses are "Yes", "Partially", and "No". The "Yes" response should be recorded when the company completely reports on the metric, and the "No" response should be recorded when the company does not report anything on the metric. A "Partially" response should be used whenever some information on a metric is report, but the company structured their disclosure in such a way that it does not fully satisfy the metric question

Core Metric 17. Employment and Wealth Generation - Absolute Number and Rate of Employment

Core Metric 17a. Does the company report the number and rate new hire employees by age group for the reporting year? (Tip: If the company only reports a number or a rate, this would be "partially" reporting).

○ Yes

○ Partially

○ No

Core Metric 17a. Enter the total new hire employees under that age of 30 for the reporting year.

[ ]

Core Metric 17a. Enter the rate of new hire employees under the age of 30 for the reporting year.

[ ]

Core Metric 17a. Enter the total new hire employees between the ages of 30 and 50 for the reporting year.

[ ]

Core Metric 17a. Enter the rate of new hire employees between the ages of 30 and 50 for the reporting year.

[ ]

Core Metric 17a. Enter the rate of new hire employees over the age of 50 for the reporting year.

[ ]

Core Metric 17a. If the company provides a different age breakdown of new hire employees, please enter that information here.

Core Metric 17b. Does the company report the number and rate new hire employees by gender reporting year? (Tip: If the company only reports a number or a rate, this would be "Partially" reporting).

○ Yes

○ Partially

○ No

Core Metric 17b. Enter the total number of new women hires

[   ]

Core Metric 17b. Enter the rate of new women hires

[   ]

Core Metric 17b. Enter the total number of men new hires

[   ]

Core Metric 17b. Enter the rate of men new hires

[   ]

Core Metric 17b. Copy and paste the text the company uses to detail is new hires by gender.

Core Metric 17c. Does the company report a total number and rate of new hires by ethnic diversity for the reporting year? (Tip: If the company uses very broad ethnic groups such as white/non-white, this would be "Partially" reporting. Also, if the company only reports a number or a rate, and not both, this would be "Partially" reporting).

○ Yes

○ Partially

○ No

Core Metric 17c. Enter the number of black new hires.

Core Metric 17c. Enter the rate of black new hires

Core Metric 17c. Enter the number of Hispanic new hires

Core Metric 17c. Enter the rate of Hispanic new hires

Core Metric 17c. Enter the number of white new hires

Core Metric 17c. Enter the rate of white new hires

Core Metric 17c. Enter the number of Asian new hires

Core Metric 17c. Enter the rate of Asian new hires

Core Metric 17c. If the company provides a different breakdown of ethnic groups for new hires, please copy and paste that information here.

Core Metric 17d. Does the company report a number and rate of employee turnover by age group for the reporting year? Turnover refers to employees leaving the company whether that be employee or employer initiated. (Tip: If the company only reports a number or a rate, and not both, this would be "Partially" reporting)

○ Yes
○ Partially
○ No

Core Metric 17d. Enter the number of employees leaving the company under that age of 30

Core Metric 17d. Enter the rate of employees aged under 30 leaving the company

Core Metric 17d. Enter the number of employees leaving the company between the ages of 30 and 50.

Core Metric 17d. Enter the rate of employees aged between 30 and 50 leaving the company

Core Metric 17d. Enter the number of employees leaving the company over the age of 50

Core Metric 17d. Enter the rate of employees aged over 50 leaving the company

Core Metric 17d. If the company breaks down employee turnover by different age groupings, please copy and paste that information here.

Core Metric 17e. Does the company report a number and rate of employee turnover by gender for the reporting year? (Tip: If the company only reports a number or a rate, and not both, this would be "Partially" reporting)

○ Yes
○ Partially
○ No

Core Metric 17e. Enter the number of women employees who left the company

Core Metric 17e. Enter the rate of women employees leaving the company

Core Metric 17e. Enter the number of men employees leaving the company

Core Metric 17e. Enter the rate of men employees leaving the company

---

Core Metric 17e. If the company provides a different gender breakdown, please copy and paste that information here.

Core Metric 17f. Does the company report a number and rate of employee turnover broken down by ethnic diversity for the reporting year? (Tip: If the company only reports a number or a rate, and not both, this would be "Partially" reporting)

○ Yes

○ Partially

○ No

Core Metric 17f. Enter the number of black employees that left the company

---

Core Metric 17f. Enter the rate of black employees that left the company

---

Core Metric 17f. Enter the number of Hispanic employees that left the company

---

Core Metric 17f. Enter the rate of Hispanic employees leaving the company

---

Core Metric 17f. Enter the number of white employees leaving the company

Core Metric 17f. Enter the rate of white employees leaving the company

Core Metric 17f. Enter the number of Asian employees leaving the company

Core Metric 17f. Enter the rate of Asian employees leaving the company

If the company breaks down employee turnover by different ethnic groups, please copy and paste that information here.

Core Metric 17. Where did you find the Information on Absolute Number and Rate of Employment metrics entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other

Core Metric 17. Please paste the URL of your information source.

Core Metric 18. Employment and Wealth Generation - Economic Contribution

Core Metric 18a. Enter the company's revenue for the reporting year (millions of dollars). Please ensure the revenue number is for the same year as the ESG/CSR/Sustainability report used.

[   ]

Core Metric 18b. Please enter the company's operating cost for the reporting year (millions of dollars). This is calculated by adding Selling, General, and Administrative Expenses (SG&A) and Cost of Goods Sold. Please ensure the number is for the same year as the ESG/CSR/Sustainability report used.

[   ]

Core Metric 18c. Please enter the company's employee wages and benefits expense (millions of dollars). This is also called "Staff Expense". Please ensure the number is for the same year as the ESG/CSR/Sustainability report used.

[   ]

Core Metric 18d. Enter the company's interest expense for the reporting year (millions of dollars). This is also called "Interest and Related Expense". Please ensure the number is for the same year as the ESG/CSR/Sustainability report used.

[   ]

Core Metric 18f. Does the company report contributions it makes to community groups for the reporting year? This includes things like, but are not limited to, donations to charities, after school programs, re-skilling programs, urban and natural environment restoration. (Tip: If the company reports a a forward looking number, such as "we will be donating $987,000 in X over the next 3 years, or if a they group multiple years together, this would be "Partially" reporting.)

○ Yes

○ Partially

○ No

Core Metric 18f. Enter the total dollars of community investment. Please enter the whole number (e.g., include trailing zeros if the number is reported $X

million).

Core Metric 18f. If the company reports other types of community investment that is not quantified in dollars, please enter that information here.

Core Metric 18f. Where did you find the Information on Economic Community Contributions metric entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other

Core Metric 18f. Please paste the URL of your information source

Core Metric 18g. Does the company report any financial assistance received from the government during the reporting year? (Tip: These are typically reported about specific program such as COVID relief, or TARP assistance).

○ Yes

○ Partially

○ No

Core Metric 18g. Copy and paste the text the company uses to detail the government assistance it received

Core Metric 18g. Where did you find the Information on Government Financial Assistance metric entered above?

○ Company Sustainability Report

○ Company Website

○ Proxy Statement

○ CDP Report

○ Other

Core Metric 18g. Please paste the URL of your information source

Core Metric 19. Employment and Wealth Generation - Financial Investment and Contribution

Core Metric 19a. Please enter the company's capital expenditures for the reporting year (millions of dollars). Please ensure the number is for the same year as the ESG/CSR/Sustainability report used.

Core Metric 19a. Please enter the company's depreciation and amortization for the reporting year (millions of dollars). Please ensure the number is for the same year as the ESG/CSR/Sustainability report used.

Core Metric 19a. Enter the result of subtracting the depreciation and amortization (D&A) number from the capital expenditure (CapEx) number here. I.e., CapEx - D&A

Core Metric 19b. Please enter the dollar value of the company's share buybacks for the reporting year (millions of dollars). This is also called "Purchase of Common and Preferred Stock" Please ensure the number is for the same year as the ESG/CSR/Sustainability report used. Please enter the whole number.

Core Metric 19b. Please enter the company's dividend payments for the reporting year (millions of dollars). Please ensure the number is for the same year as the ESG/CSR/Sustainability report used. Please enter the whole number.

Core Metric 19b. Enter the result of adding the share buybacks number and the dividend payments number here.

Core Metric 20. Innovation of Better Products and Services - Total R&D Expense

Core Metric 20. Please enter the company's research and development expense (R&D) for the reporting year (millions of dollars). Please ensure the number is for the same year as the ESG/CSR/Sustainability report used.

Core Metric 21. Community and Social Vitality - Total Tax Paid

Core Metric 21a. Please enter the company's global taxes paid for the reporting year (millions of dollars). This number would be the sum of foreign, federal, and state taxes paid. Please ensure the number is for the same year as the ESG/CSR/Sustainability report used.

Core Metric 21b. Please enter the company's US taxes paid for the reporting year (millions of dollars). This number would be the sum of federal, and state

taxes paid. Please ensure the number is for the same year as the ESG/CSR /Sustainability report used.

Other Financial Metrics.
For all of the following financial metric questions, you should be able to find the numbers on the spreadsheet included in the project resources folder. In the event that a company has an empty cell for a value, please enter "NA" in the question response. If the value in the cell is zero, please enter "0". (Note: There is a difference between a missing value and a value of zero).

Please enter the company's total assets in millions of dollars. Please ensure the number is for the same year as the ESG/CSR/Sustainability Report used.

Please enter the company's sales/turnover in millions of dollars. Please ensure the number is for the same year as the ESG/CSR/Sustainability Report used.

Please enter the company's operating income before depreciation in millions of dollars. Please ensure the number is for the same year as the ESG/CSR /Sustainability Report used.

Please enter the closing share price of the company's stock. Please ensure the number is for the same year as the ESG/CSR/Sustainability Report used.

Please enter the total outstanding shares of the company's stock in millions of shares. Please ensure the number is for the same year as the ESG/CSR /Sustainability Report used.

Please enter the company's total employees (thousands). Please ensure the number is for the same year as the ESG/CSR/Sustainability Report used.

Please enter the company's cost of goods sold in millions of dollars. Please ensure the number is for the same year as the ESG/CSR/Sustainability Report used.

Please enter the company's total common/ordinary equity in millions of dollars. Please ensure the number is for the same year as the ESG/CSR/Sustainability Report used.

Please enter the company's net income in millions of dollars. Note that this number can be negative. Please ensure the number is for the same year as the ESG/CSR/Sustainability Report used.

Please enter the company's selling, gerneral and administrative expense millions of dollars. Please ensure the number is for the same year as the ESG/CSR/Sustainability Report used.

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